

## Q6 Provide a written comment here on your general views concerning hazing.

Answered: 540 Skipped: 0

| #  | Responses  | Date               |
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| 1  | Due to times changing a lot of things that would not have been considered hazing are now called such and I think at times the lines are blurred  | 9/25/2015 11:37 PM |
| 2  | Once a person is hazed, lose their respect for Zeta  | 9/25/2015 10:18 PM |
| 3  | Hazing should not occur. It doesn't build sisterhood just broken bones and bruised skin. It is mob mentality at its worse. It thwarts many who might otherwise join in their youth to wait until they are older or to totally reject our sisterhood. However, aspirants should take more than a week or two to become a member of our prestigious organization. The bond formed through an extended shared challenge presented by knowledgeable, rational, and concerned individuals has the potential to connect people for a lifetime. | 9/25/2015 4:57 PM  |
| 4  | Hazing should be tolerated.  | 9/25/2015 12:23 PM |
| 5  | I believe that the sorority needs to find other positive ways to promote a sisterly bonds that would reduce the opportunity or desire for hazing to occur.   | 9/25/2015 9:17 AM  |
| 6  | The right of passage belief is no longer valid. You prove yourself before becoming a member.   | 9/25/2015 7:54 AM  |
| 7  | Hazing is not necessary. I have been a member of Zeta for nearly 30 years and was not hazed. It was one of the best experiences of my life. I am close with my initiation chapter Sorors to this day. And for the most part we are all active in Zeta.   | 9/25/2015 7:34 AM  |
| 8  | You don't have to hit or degrade me just to call me your sister.   | 9/24/2015 11:40 AM |
| 9  | Hazing is senseless. Being hazed does not make you a better Soror.   | 9/23/2015 7:16 PM  |
| 10 | At no time should anyone be hazed.   | 9/23/2015 5:28 PM  |
| 11 | I feel hazing is a form of abuse and humiliation used to break someone down not build them up. It can cause harm in ways not ever dreamed of and could also cause the sorority reputation wise, financially and potential to bring in wonderful sisters.   | 9/23/2015 4:26 PM  |
| 12 | Hazing is dangerous business and as Finer Women we shouldn't be partaking in it.   | 9/23/2015 3:33 PM  |
| 13 | Its unacceptable!  | 9/23/2015 3:26 PM  |
| 14 | Hazing is an outdated archaic way of supuposely showing loyalty and love to another person or organization. We are so much better than that. There are other positive and less harmful ways to demonstrate your love and loyalty.  | 9/23/2015 2:21 PM  |
| 15 | N/A  | 9/23/2015 2:12 PM  |
| 16 | I have never understood how demeaning/degrading someone could foster any kind of sisterly/brotherly love. If hazing activities are going on and I'm aware of it I would report it immediately!!  | 9/23/2015 2:09 PM  |
| 17 | I believe the fear of hazing prevents potential members from joining a Greek organization.   | 9/23/2015 1:34 PM  |
| 18 | Hazing is a detriment to the organization. We have to learn to break tradition.  | 9/23/2015 12:39 PM |
| 19 | Hazing another person is insane. People are going to be who they want them to be no matter how hard you try to "break them down" Only God can change people and their hearts and minds- not us.  | 9/23/2015 12:37 PM |
| 20 | There is no point in hazing  | 9/23/2015 12:20 PM |
| 21 | How is physical abuse proof of love and acceptance?  | 9/23/2015 12:13 PM |
| 22 | Hazing is dangerous and as of late, hazing is becoming deadly. The very members who pretend to stand behind non-hazing policies, are the main people participating, upholding and condoning hazing. It is a culture that has run rampant. I don't see an end to it.  | 9/23/2015 12:12 PM |
| 23 | Hazing activities do not build the sisterhood up, but rather tear it down. Physical, mental, or emotional hazing is no different than physical, mental, or emotional abuse in a relationship. If it is wrong to do those things in a relationship, then it should be wrong to do those things to potential members of a Greek organization.  | 9/23/2015 12:07 PM |

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| 24 | I believe that hazing does not make a better Zeta. Making a better Zeta comes through knowledge, building relationships, and having a commitment to wanting to be a better Zeta.  | 9/23/2015 9:04 AM  |
| 25 | Hazing is a very serious act that should not be taken for granted. It only proves that someone can or cannot endure pain and it does not determine what makes or breaks an organization.  | 9/23/2015 12:02 AM |
| 26 | None  | 9/22/2015 9:38 PM  |
| 27 | It was a thing of the past. It does not signify a finer Woman nor is it a reflection of an educated woman.  | 9/22/2015 6:07 PM  |
| 28 | its wrong,illegal, and unnecessary  | 9/22/2015 1:31 PM  |
| 29 | Hazing is not required for belonging to any group.  | 9/21/2015 11:12 PM |
| 30 | Hazing is stupid and serves no purpose.   | 9/21/2015 10:15 AM |
| 31 | This is not a necessary activity to bring members into any organizations. Hazing does not accomplish or produce anything.   | 9/21/2015 8:41 AM  |
| 32 | Hazing is against the way God would want us to treat each other and is not a behavior I condone in any organization.  | 9/21/2015 7:21 AM  |
| 33 | Don't Haze!   | 9/21/2015 7:08 AM  |
| 34 | Hazing is illegal and I would never risk losing my letters by participating in such an activity.  | 9/21/2015 6:17 AM  |
| 35 | It is just plain wrong, I won't risk my life or my letters for it.  | 9/21/2015 12:15 AM |
| 36 | I believe hazing is wrong, unnecessary and unacceptable   | 9/20/2015 5:35 PM  |
| 37 | I would not be afraid to report an incident of hazing if I knew about it. Women who are hazed tend not to rejoin Zeta after their initial membership is up. Who would want to spend money on dues to hang around those who have shown aggression toward them by hazing them? People usually haze others because they don't like them, have degradation as a motive, or are jealous of the person they want to degrade. Some only want to win power over individuals. Hazing could be equated to child abuse, spousal abuse, and other forms of abuse. | 9/20/2015 8:50 AM  |
| 38 | I do not believe in any form of hazing.   | 9/19/2015 9:30 PM  |
| 39 | It is not right.  | 9/19/2015 8:20 PM  |
| 40 | My view on hazing is it is deadly, it does not bring a closer bond to the sisterhood, and it definitely does make a person a better member for the organization. Hazing is also costly and is an easy way for someone to spend a long time in a locked up facility. Hazing is senseless and stupid!   | 9/19/2015 6:59 PM  |
| 41 | I think that hazing is humiliating to not only the persons being hazed but to the organization that allows it as well.  | 9/18/2015 8:12 PM  |
| 42 | Hazing is a hideous practice. I do not condone it in any way.   | 9/18/2015 7:00 PM  |
| 43 | It is simply inhumane. It is a torture with life-threatening consequences.  | 9/18/2015 5:57 PM  |
| 44 | I do not agree with hazing in any form or fashion. Paying dues, assessments, and performing community service are ways to show loyalty to Zeta.   | 9/18/2015 2:12 PM  |
| 45 | It's not necessary and does not make you a better Soror.  | 9/18/2015 8:19 AM  |
| 46 | Don't require written comments. Please make written comments like this optional in the future.  | 9/17/2015 10:14 PM |
| 47 | Hazing is what we call in the world of nursing a "Never Event". Under no circumstances should it ever take place. All parties involved with hazing should be punished to the full extent of the law.  | 9/17/2015 9:33 PM  |
| 48 | N/A   | 9/17/2015 9:17 PM  |
| 49 | Hazing should be zero tolerance.  | 9/17/2015 8:55 PM  |
| 50 | It's stupid and has no place in the sorority.   | 9/17/2015 8:33 PM  |
| 51 | Bad idea  | 9/17/2015 7:16 PM  |
| 52 | I have found that some historically hazed sorors create a negative cultural climate within Zeta.  | 9/17/2015 5:14 PM  |

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| 53 | I strongly believe that hazing is wrong. That being said, I see how it could be seen as "beneficial" to a member. I was brought through my chapter the correct way, without being hazed or even experiencing any typical "pledging" activities. However, there are times that I feel inadequate compared to other sisters who came through the same season I did who, I can speculate, were hazed or experienced a "true pledging" process. A lot of things that they can repeat with speed and accuracy because of their process I can't because, although we were told that it would be beneficial for us to learn, we weren't forced to. Terms like, being placed in the cut and shop or being able to fire off with lightening speed the Greek alphabet or the Excuses poem, I had to take it upon myself to learn those things. It is kind of scary going to Greek events and knowing that you don't know or haven't experienced what seems like every other Zeta has. Sometimes I feel inadequate compared to my sisters. | 9/17/2015 4:44 PM  |
| 54 | Hazing is a tradition of the past not needed today however it's been built up over decades as a "rite to passage" for social acceptance and respect. In these times, I think it's been taken to unnecessary extremes. Hazing is not necessary.  | 9/17/2015 4:00 PM  |
| 55 | It is a criminal act.   | 9/17/2015 12:59 PM |
| 56 | Hazing is wrong. It was long ago and it still is.   | 9/17/2015 12:34 PM |
| 57 | There is a difference between pledging and hazing. Hazing is nothing but abuse without learning. Pledging is a learning process all the way. Hazing is spitting at one another (no learning). Pledging is asking what is our basic information. Spewing it out as if it is second nature and if you are getting it wrong, start over, but do not think for a second someone will let that mistake live. It may seem as something wrong, but if we make a mistake with money on a budget would we let that live too? Think about it.   | 9/17/2015 12:07 PM |
| 58 | I do not believe in it or support it, especially for graduate chapters. MIP for grad chapters is supposed to be for mature, professional, well-grounded and established/accomplished women. Quality candidates for membership should not even want to be subjected to such activities.  | 9/17/2015 11:32 AM |
| 59 | It's not necessary  | 9/17/2015 11:26 AM |
| 60 | Made Vs. MIP connotation is still relevant and we have to change the mindset  | 9/17/2015 11:23 AM |
| 61 | Hazing can consist of doing anything out of your comfort zone to just satisfy a person or a group of people.  | 9/17/2015 11:12 AM |
| 62 | I think hazing is silly. Why should I degrade myself to be apart of an organization. People who have been hazed are weak minded to let another human being beat on them just so they could have letters and represent an Org. Nothing is worth your life or dignity. Maybe if we didn't haze our retention rate would be higher, we would have more numbers and HQ would've been paid off. Many people still hold grudges to this day due to hazing. Hope it gets better for the future before our organization becomes extinct.  | 9/17/2015 11:05 AM |
| 63 | Hazing is wrong and no one deserves to be treated disrespectful or humiliated. Zetas are woman of high moral standard and should never participate in or condone such behavior from anyone.   | 9/17/2015 10:48 AM |
| 64 | Hazing has put our organizations in a position that we may not be in existence if things do not change. It is important that one, we know what our policies and standards are around hazing and membership process so we can effectively educate membership/potential new members not train them.   | 9/17/2015 10:46 AM |
| 65 | Finer Women Don't Haze!   | 9/17/2015 10:32 AM |
| 66 | Na  | 9/17/2015 9:59 AM  |
| 67 | I think that th definition of hazing is to broad. Everything isn't hazing. We have become so scared that we have erased bonds that were meant to be built. Incoming members should be able to do a project and their initiators should fear that the project will be thought of as hazing. So many other groups who are not Greek require their potential members to do project that will benefit the organization yet, we are sitting in the dark twiddling our thumbs wondering if it's hazing. We stay being backwards and the rate we are going won't move forward. Oh and I don't support this campaign. It does nothing for me. I will not buy a t-shirt. That's not the answer. It's like the ice bucket challenge. Yes, we get money but how many people actually walked away with an understanding of what hazing is?  | 9/17/2015 9:15 AM  |
| 68 | I don't think hazing is chanting or marching on a line. I found that to be the best part of my process.   | 9/17/2015 9:14 AM  |
| 69 | Hazing by far is the most craziest thing I've ever heard of. No organization should have to treat potential members in that way.  | 9/17/2015 8:51 AM  |
| 70 | Hazing can be viewed as the act of having an individual complete certain tasks to be apart of an organization. Hazing takes place sometimes in our schools and work places. Many people feel that it builds a stronger connection from others in a group, however there are ways to complete this task without hazing.  | 9/17/2015 8:15 AM  |
| 71 | Hazing is wrong, and it does not support Finer-womanhood.   | 9/17/2015 7:32 AM  |
| 72 | Hazing is antiquated and unnecessary  | 9/17/2015 5:30 AM  |
| 73 | Classes need to be created, detailing the punishments/repercusión of being affiliated with hazing.  | 9/17/2015 5:25 AM  |

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| 74 | Hazing is a horrible situation, Today's new Zetas try to haze and they were not hazed; sometimes, I believe it could be stupidity. Also to wait on national officers, or the treatment that is expected is hazing. All of that should be banned, a member is a member.   | 9/17/2015 2:48 AM  |
| 75 | I was hazed and would prefer not to see another aspirant go through it.  | 9/17/2015 1:53 AM  |
| 76 | It's no longer needed and not appropriate.   | 9/17/2015 1:00 AM  |
| 77 | Hazing is unnecessary and hurts more than it builds an organization. The fact that there is a stigma between "made" and "paper" and that there is a nonchalance from older members to stop hazing is disturbing. Not every group activity is hazing, but I'm saddened when common sense is not common.   | 9/17/2015 12:40 AM |
| 78 | Hazing is not necessary.   | 9/17/2015 12:37 AM |
| 79 | I think it's unfortunate that sorors are being distinguished as real sorors or sands vs paper. Ultimately, we are all (or at least should be) working towards the same goals. When we have our letters, colors, or other paraphernalia on...non-Greeks (and even those who are not ZPhiB) cannot distinguish between who is "paper" and who is not. It doesn't and shouldn't matter to them and it most certainly shouldn't matter to us. Hazing doesn't prove any one person has a greater desire to become a member of Zeta Phi Beta Sorority, Inc. I seriously don't think our beloved Five Pearls put each other through that nonsense. Women with class do not act like animals. A better phrase was never created: Finer Women (truly) don't haze.   | 9/17/2015 12:25 AM |
| 80 | Hazing is one of the main reasons why Greek organizations have such a negative stereotype in the first place, so I think that we should try our hardest to make sure that we stop it in its tracks.  | 9/17/2015 12:19 AM |
| 81 | Should not be done. Harmful to others. Against the law on most campuses.   | 9/17/2015 12:07 AM |
| 82 | I feel that being hazed is a personal choice. Some people feel that to be accepted into an organization you must subject yourself to the hazing process. You feel that what you can bring to the chapter is based on how you came in, not what talents that you have to offer.   | 9/17/2015 12:04 AM |
| 83 | I think it is ridiculous that this subject had to keep being revisited because people can't get it in their heads that hazing is stupid!!  | 9/16/2015 11:50 PM |
| 84 | Its wrong; and, I wish there was a better way for history to be appreciated and retained as well as tradition be shared.   | 9/16/2015 11:48 PM |
| 85 | Finer Women Don't Haze.  | 9/16/2015 11:37 PM |
| 86 | I think Nationally we need a new engaging and thorough onboarding and embellishment process. It is great to have a formal document of materials to pass on to New members, but there is no training in creative and memorable ways to teach the content. Our MIP session need more of a hands on train the trainer format. Why not do a scavenger hunt surrounding Delta history at a conference or a bingo ice-breaker with squares asking to identify a Soror who can tell you x, y, and z?  | 9/16/2015 11:19 PM |
| 87 | Hazing is too harsh and can be dangerous. We should report any hazing.   | 9/16/2015 11:17 PM |
| 88 | I don't believe that hazing makes you a more valuable or better sister. I feel that any type of punishment provokes fear, not respect  | 9/16/2015 11:11 PM |
| 89 | I am newly a member of Zeta grad chapter. It was said to me, that myself, and the other Sorors that I went through the MIP with me, would never understand the bond that came from "going through it" with your "line sister", and that because of this we would could never love Zeta like a Soror who has "gone through it" would. This type of thinking is why prospective members would possibly allow something like hazing to take place without saying something! I love Zeta no less than a Soror who may have been hazed in some way! In a matter of fact, I love Zeta and the Sorors who served on the membership intake committee even more, I trust them even more, and I respect them even more for following the proper procedure and not allowing anyone else to come in and attempt to haze me in any way, shape, form, or fashion! We have to get our sisters 100% on board with promoting a haze free process for our prospective members. And I believe the more Sorors, such as myself, who were not hazed, step up and serve on the Membership committees, the more we will see the change in this attitude and hopefully an increase in membership because a lot of women would not even consider joining because they think they will be hazed. | 9/16/2015 11:07 PM |
| 90 | I think that it's something that should have never been an issue. It does not repsent anything of sisterhood....I mean how is demeaning someone being sisterly??? It isnt!!  | 9/16/2015 11:01 PM |
| 91 | I think hazing is nothing but a sign of intimidation and actually shows a sign of weakness.  | 9/16/2015 10:59 PM |
| 92 | The sisterhood seems split - we say one thing publicly but still treat sorors differently based on her initiation process. The hypocrisy must end.   | 9/16/2015 10:58 PM |

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| 93  | The current definition of hazing is too broad. We should improve the definition to speak more to the spirit of preventing people from abuse while they are acquiring the knowledge, skills, and abilities to be productive members of the sorority and society. We have become so fearful of being sued (for hazing) that we are scared to do things that are to our benefit. That has to cease.   | 9/16/2015 10:57 PM |
| 94  | Hazing disrespects the intent of the founders.   | 9/16/2015 10:53 PM |
| 95  | Hazing is about power that is inflicted by persons who are suffering in their self esteem or who have no place in their lives that allows them to be feel or be empowered.   | 9/16/2015 10:43 PM |
| 96  | Hazing undermines everything that we as a Sorority stans for   | 9/16/2015 10:40 PM |
| 97  | Prior to MIP training, I viewed hazing in a different light. I knew about physical, but didn't really consider the emotional or subtle nature of hazing and how either type can cause harm.  | 9/16/2015 10:36 PM |
| 98  | It does not work for the good of the Organization.   | 9/16/2015 10:34 PM |
| 99  | Hazing has been the major character or fact that gives sororities and fraternities bad reputations, while those who are doing the hazing may think it is fun and means nothing to the person who is being hazed but they hold that in and end up resenting their brothers and sisters. People have died from being hazed, why do I have to be abused by you to be called your sister? Hazing really needs to be ended, it may seem small but it can affect persons mentally and physically. You cannot even report hazing because you would be "black-listed" by your sorors, or those who you are joining with. It's like if you are not hazed then it can be said that you did not "earn your letters". Hazing is not cool, it is not fun, it hurts persons and can cause life altering consequences. Hazing goes against our principles, it does not apply with sisterhood/sisterly love! | 9/16/2015 10:33 PM |
| 100 | physical or mental hazing.   | 9/16/2015 10:31 PM |
| 101 | Although hazing is wrong, there are certain aspects of hazing that can gauge someone's dedication, work ethic, and motivation. It provide insight on how an individual will act in certain situations and handle pressure, but there are other ways to gauge those things.   | 9/16/2015 10:31 PM |
| 102 | I deplore hazing. It is not necessary, it is not what a finer women would do. It is not ladylike. And most of all, we should treat others as we want to be treated.  | 9/16/2015 10:29 PM |
| 103 | It is npt about me it's about Zeta helping the community.  | 9/16/2015 10:29 PM |
| 104 | Hazing does NOT exemplify FINER WOMANHOOD. Period.   | 9/16/2015 10:27 PM |
| 105 | Hazing does not help build sisterly bonds but instead helps break them apart.  | 9/16/2015 10:25 PM |
| 106 | Hazing may have been the long time tradition nevertheless as time and circumstances has changed with the evolution of new knowledge and responsibilities so as the rules to haze has changed. Don't haze   | 9/16/2015 10:24 PM |
| 107 | I just don't understand what hazing anyone has to do with the founding principles of Zeta.   | 9/16/2015 10:22 PM |
| 108 | I don't agree with hazing at all. How can someone love me and beat me?verbally abuse me but try to call me sister at the end. That's an enemy not a friend. I do think there is a happy medium to the older way and today's way. However I do agree with the strictness to secure fare health. Because some people go to the extremes without any concerns of others   | 9/16/2015 10:22 PM |
| 109 | Hazing does not prove sisterhood. It actually can destroy attempts at creating the bonds of sisterhood as persons who are hazed tend to "hate" the Soror(s) who hazed them.  | 9/16/2015 10:22 PM |
| 110 | We need to continue the fight to change old mindsets regarding the effects of hazing.  | 9/16/2015 10:21 PM |
| 111 | I have not experienced any incidences of hazing and I am totally against the practice of hazing.   | 9/16/2015 10:21 PM |
| 112 | When someone is hazing another person, it is considered disrespectful  | 9/16/2015 10:21 PM |
| 113 | I don't think that hazing is necessary in any circumstances for aspirants. It is not what the organization was founded on and should therefore not be apart of its activities.   | 9/16/2015 10:18 PM |
| 114 | We do not need to Haze to become a Zeta. Please educate all Sorors and communication and respect is the key.   | 9/16/2015 10:06 PM |
| 115 | This survey is ridiculous  | 9/16/2015 10:02 PM |
| 116 | Hazing is WRONG! You should never expect to gain respect, sisterhood, or a bond from someone that has been hazed. Zeta Phi Beta was built on the foundation of finer womanhood, scholarship, service, and sisterly love. We should follow all rules and regulations set forth by our founders.   | 9/16/2015 9:41 PM  |
| 117 | not needed to form a sisterly bond.  | 9/16/2015 9:39 PM  |

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| 118 | Hazing should not be apart of joining an organization. Zeta is about servicing the community and I would like to see an increase of Zetas leaving our imprint in or on the community. Hazing will only scare hard working, dedicated sorors away.  | 9/16/2015 9:31 PM |
| 119 | Hazing in any form is wrong. Yes, things may have happened in the past, but as I tell Sorors, if you came in after 1990 and you participated in hazing, you may be part of the problem. We must move forward in a more positive manner. Finer Women do not haze.   | 9/16/2015 9:30 PM |
| 120 | A matter of control and some do it because it makes them feel important.   | 9/16/2015 9:26 PM |
| 121 | We need to make sure that not only financial members are aware but every Zeta.   | 9/16/2015 9:26 PM |
| 122 | I do not believe Soros should haze because we state we are finer women and finer women do not behave in a demeaning or insulting manner. Being hazed does not,in my opinion, bring about sisterly love.  | 9/16/2015 9:22 PM |
| 123 | I think that hazing is unnecessary and does not contribute anything toward bonds and making one a better member of the group.  | 9/16/2015 9:18 PM |
| 124 | I feel that no one should be hazed to be a member of an organization. It is inhuman to demean and degrade another person all for the sake of letters.  | 9/16/2015 9:11 PM |
| 125 | .  | 9/16/2015 9:02 PM |
| 126 | I believe hazing needs to be illegal   | 9/16/2015 9:01 PM |
| 127 | Some of those that "may" have been hazed don't work as hard as others in the organization.   | 9/16/2015 8:59 PM |
| 128 | Hazing does not benefit the organization; it is useless.   | 9/16/2015 8:55 PM |
| 129 | I believe hazing is a form of bullying. It is unnecessary and proves absolutely nothing.   | 9/16/2015 8:54 PM |
| 130 | Hazing is sinful and inhuman. Sorors will be accountable for their participation in this crime.  | 9/16/2015 8:52 PM |
| 131 | Hazing is just bullying that shouldn't be tolerated. If you condone in that type of better then mostly its because you have feel that yourself as been threaten. Hazing is non needed. I feel that you should not haze because you want people to feel like they have earned letters just because they let you haze them. I personally don't like to tolerate those who condone in that type of manner because hazing is pretty much like you are belittling someone or discouraging others. and I personally don't want people to harm themselves and or others just because they think they need to in able to fit in. when It all comes down to it hazing is a factor that none should have to deal with. | 9/16/2015 8:49 PM |
| 132 | We have a lot of work to do to remedy this.  | 9/16/2015 8:45 PM |
| 133 | I think it is wrong. I ask myself the question if you are my sister why would you do bad thing to me for me to be a part of your organization. that is not showing love for another person.  | 9/16/2015 8:40 PM |
| 134 | Think it is wrong and should not be done.  | 9/16/2015 8:32 PM |
| 135 | Hazing is very destructive to an organization. It wastes time, energy, resources and damages the credibility of an organization. Hazing is immature, senseless and does not add value. An educated person should never initiate, expect or tolerate hazing of any kind.  | 9/16/2015 8:24 PM |
| 136 | It is not worth the mental and physical condition it causes an individual.   | 9/16/2015 7:51 PM |
| 137 | I don't believe in hazing that causes physical or mental damage. I think Sorors should get together with the ladies who want to be members more than we are told to do so now.   | 9/16/2015 7:33 PM |
| 138 | Hazing is inhumane.  | 9/16/2015 7:30 PM |
| 139 | Hazing is wrong!!  | 9/16/2015 7:17 PM |
| 140 | Hazing is the antithesis of what Finer Womanhood and Sisterly Love stand for and mean for Zeta. To put in a differ way, imagine Jesus lining up the 12 Disciples asking for them to recite passages from the Torah. If people are able to share the Gospel out of love and care for their fellow mankind and bring THOUSANDS to Christ, why can't we emulate that aspect of recruiting?  | 9/16/2015 7:05 PM |
| 141 | After years of educating about Hazing, those who participate in such activities are those with low self-esteem and serious mental and behavioral issues. Hazing is immoral.  | 9/16/2015 6:59 PM |
| 142 | Hazing is very wrong and damaging both mentally and physically. There is no place for it in any Greek organization.  | 9/16/2015 6:45 PM |
| 143 | Hazing has no place in the educational process of becoming a Zeta.   | 9/16/2015 6:44 PM |
| 144 | I feel as though the hazing culture has been ingrained, that older sorors may view the younger sorors differently, as far as alienation etc. We have to all be on the same page  | 9/16/2015 6:27 PM |

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| 145 | I see it as a weak person feeling they have to exert some type of power over someone. It is wrong and meant to demean.   | 9/16/2015 6:21 PM |
| 146 | I don't believe in hazing. Hazing is making people suffer and torturing them. It is unnecessary and brutal! However, I do believe in people earning proving to Zeta why they deserve to become a member. (i.e. military except without the verbal abuse.) Those orgs run like a well-oiled machine and they having been around for at least 2 centuries. Those soldiers fight blindly at times under the govt. yet they are fully committed for a lifetime. NO am not asking that we train newer sorors like soldiers but I do think their process is effective. I just would like the sorority to find a happy medium between old traditional processes (i.e. WIZ-those women knew Zeta history very well) and the newer process (i.e. MIP-majority of sorors dont know what the 5 pearl did) so new prospects can have a positively effective journey into Zetadom and Zeta and have women who truly . | 9/16/2015 6:19 PM |
| 147 | I have always thought that hazing did nothing for the person wanting to be part of our sisterhood. I have met many women in other Sororities who went inactive the day that they joined. These women are great and very successful in their chosen career. I have no doubt that the sisterhood lost valuable professional people who could have and may have brought their skills to making the organization better and bolder. The organization gained nothing but lost a lot!  | 9/16/2015 5:28 PM |
| 148 | I don't agree with hazing, I believe there are more humane ways to instill the values of the Sorority without causing harm.  | 9/16/2015 5:17 PM |
| 149 | It still exists.   | 9/16/2015 4:57 PM |
| 150 | Anything that is physical, verbal, emotional, and psychologically adverse toward a human being. Especially if it is intentional.   | 9/16/2015 4:55 PM |
| 151 | Never supported it, even in undergrad.   | 9/16/2015 4:29 PM |
| 152 | When I joined the sorority I really had another picture in mind. My thoughts were of sisterly love, work and charity. However, when I went over I was inducted into a system of hatred, bitterness and laziness. Which has harvested into my life as depression from the sisterly love that is non-existent within the chapter that I joined. I prayed because I thought I needed to work on my short comings, I did just that and worked hard on me. Then, I decided that this is the way it was in Zeta. So, I said that I was going to step away until things were better. Since stepping away, I have seen new Sorors come and go, many in tears. I understand what hazing is and I am convinced that our Sorors are not hazed physically but mentally from other Sorors and it hurts just like domestic violence. ~Anonymous~   | 9/16/2015 4:26 PM |
| 153 | I am totally against Hazing it doesn't build sisterhood, it creates dissension among people and it doesn't allow for a bond to be created..  | 9/16/2015 4:18 PM |
| 154 | My view of hazing is that it is the greatest misuse of one's time. There are far too many positive opportunities to build the bond of sisterhood than hazing. In my experience, hazing did nothing to build that bond.   | 9/16/2015 4:17 PM |
| 155 | Hazing does not make you a sister. How can you call someone Soror / sister and have just finished hazing her the days before? If you see it report it, if you are not sure it is hazing, but think it might be, report it.   | 9/16/2015 4:11 PM |
| 156 | Hazing is hurtful and it should not take place.  | 9/16/2015 3:33 PM |
| 157 | IT NEEDS TO STOP! IT CREATES BITTERNESS AND HATRED TOWARDS THE ONES THAT ARE DOING THE HAZING. IT DOESN'T MAKE THEM A BETTER SOROR ON ANY LEVEL.   | 9/16/2015 3:25 PM |
| 158 | Hazing should not be acceptable in any organization.   | 9/16/2015 3:18 PM |
| 159 | My general view of hazing is that it is out dated and useless. Those that continue the practice need to be removed and expelled from the top to the bottom in the line.  | 9/16/2015 3:15 PM |
| 160 | What is the purpose of hazing? It does not make you a better person and one should have some remorse demonstrating such behaviors.   | 9/16/2015 3:01 PM |
| 161 | I think that hazing is a terrible act. There are ways of coming together and learning information other than hazing.   | 9/16/2015 2:57 PM |
| 162 | Hazing is more harmful to the psyche and general opinion of the hazer than physical hazing can be, for some. It is related to domestic violence and should not be tolerated.   | 9/16/2015 2:48 PM |
| 163 | I personally would not have been haze back in 80 when I pledged. I don't or won't tolerate anyone to lay a finger on me, so I never understood why people would allow that to happen to themselves.  | 9/16/2015 2:41 PM |
| 164 | Hazing is demeaning and has no place in our society. It says to me that the person who hazes has a mental or emotional problem.b   | 9/16/2015 2:29 PM |
| 165 | Hazing is bad. However the new mip process doesn't encompass the seriousness of our organization and the work thats involved once a Zeta   | 9/16/2015 2:29 PM |

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| 166 | Hazing should not be done. I believe people like to consider it as being a tradition but everyone needs to ask themselves were the founders hazed and did they haze. Hazing makes you know better than anyone that wears the same colors and letters as you.   | 9/16/2015 2:29 PM  |
| 167 | Hazing occurs on so many levels and in different ways. As women who pay hard earned money to be a part of this organization so that we can uphold the principles of scholarship, service, sisterhood and finer womanhood, we all deserve to be treated respectfully at all times regardless of when we joined. I feel the need to distance myself from my chapter due to a change in leadership who has strong ties to Neos in the undergrad chapter. Many inactive sorors are very involved in backdoor MIP events. Some use the embellishment process as a form of hazing. Many don't say anything or report it due to retaliation.  | 9/16/2015 2:18 PM  |
| 168 | Hazing is not bad if done right. Law enforcement, military, and other organizations do it however, I do not think hazing equal getting put in the hospital.  | 9/16/2015 2:17 PM  |
| 169 | I disagree with hazing. But I do believe in a internationally and institutionally sanctioned pledged or rites of passage process. But I feel the DP, meaning NPHC's National governing body needs to get on board with implanting a standard. Similar to practices IFC and Pan-Hellenic does. As opposed to these siloed Membership Intakes. The younger generation is resting on what they THINK was done back in the day and trying to live up to this whole idea of being "made". That is not the purpose of our sorority. The meaning of what it means to be a Zeta and Greek has been lost when it comes to our intake processes.   | 9/16/2015 2:16 PM  |
| 170 | The issue of hazing and its eradication require more than risk management and taking heads. It require a culture and mindset change of the offenders and those among us who would fall prey to its pervasive presences. It's about building the self esteem and worth of the women of our illustrious organization to recognize that Zeta Phi Beta Sorority, Inc isn't about a popular contest or being with the cool kids. That in order for the organization to move forward from this issue that will systemically divide and potentially bankrupt into dissolution each one of us must remain steadfast to the oath to never bring reproach by always upon putting Zeta and her legacy ahead and above our individual egos and desire to be popular or cool! | 9/16/2015 1:59 PM  |
| 171 | If the sorority doesn't start to take a hard stance on this subject, it will soon cease to exist. We preach no tolerance, however, there are still chapters and individual zetas that have been allowed to slip through the cracks because investigations go unrulred.   | 9/16/2015 1:56 PM  |
| 172 | It appears alumni are at the root of many of Zeta's hazing incidents. Having a campaign slogan and telling sorors not to haze is not working at all. We need to look at the root of the problem and begin to address it and put in place drastic measures to begin to crack down on hazing. To some, MIP is not taken seriously, b/c sorors feel they are getting away with it. We need to do something to protect the undergrads from the alumni who have the Pledging Peter Pan Syndrome - they refuse to grow up and want to bully sorors from the alumni chpt into hazing.   | 9/16/2015 1:56 PM  |
| 173 | Something's like line names should not be considered hazing. It takes away from the undergrad experiance   | 9/16/2015 1:55 PM  |
| 174 | I agree with pledging not Hazing.  | 9/16/2015 1:53 PM  |
| 175 | Hazing is illegal and must not be tolerated.   | 9/16/2015 1:48 PM  |
| 176 | It's not an accurate indicator of future commitment to the sorority.   | 9/16/2015 1:48 PM  |
| 177 | Any form of hazing is not a way to bond with one other, it will bring distance and person will not be active member of the sorority.   | 9/16/2015 1:46 PM  |
| 178 | Hazing does not make one a better person. Obtaining Knowledge and utilizing it to improve makes one a better person.   | 9/16/2015 1:36 PM  |
| 179 | it is a horrible practice where people want to prove they "go hard" for an org. It does not teach the work required for the success of the org.  | 9/16/2015 1:33 PM  |
| 180 | I think it is wrong and it needs to be stopped.  | 9/16/2015 1:30 PM  |
| 181 | I don't condone hazing. Finer women don't haze.  | 9/16/2015 1:26 PM  |
| 182 | I don't condone Hazing.  | 9/16/2015 1:26 PM  |
| 183 | I think that hazing actually has an adverse effect on the sisterhood and membership process. When a member of an organization is hazed, they are likely to resent the organization as well as the individuals that they were hazed by. Finding authentic ways to build sisterly bonds is a lot more productive to retaining membership.  | 9/16/2015 1:17 PM  |
| 184 | It's completely unnecessary and has nothing to do with your ability to serve the sorority.   | 9/16/2015 1:13 PM  |
| 185 | Hazing deflates the character of all human beings and should be a banded practice that is punishable by law.   | 9/16/2015 1:10 PM  |
| 186 | Hazing diminishes the representation of a sorority, , fraternity, chapter etc, and should not transpire.   | 9/16/2015 11:35 AM |

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| 187 | I became a Zeta before the MIP manual was produced. I learned so much during my process. How to be a leadership, multitask, plan events, conduct business, working with other Greeks and organizations and so much more. The pressure during my process molded me into the active and financial member I am today; along with helping how I perform in corporate america. I don't condone hazing and, to me, I wasn't hazed, but I was challenged during my process and I appreciate that to this day. No one should be subjected to hazing, in any organization, and people should know their limit and refuse to do anything that puts them in harms way.   | 9/16/2015 10:37 AM |
| 188 | Hazing is counterproductive to positive growth.   | 9/16/2015 6:24 AM  |
| 189 | Hazing with the purpose of blatant abuse of control, manipulation, humiliation, intimidation I do not condone. The transformation of a individual's fears to strengths, ability to subdue their emotions to excel in the workplace, be a lover of the skin they are in by exuding confidence through natural beauty, be a constant and committed community leader or partner and to continue the traditions of sisterhood and active participation within the organization through meaningful displays of scholarships, sisterly love, service and finer womanhood...being willing to accept your sister's imperfections and failable behavior to know that we are all works in progress. Acusations of hazing should not be based on manipulated information based a loose interpretation of our policies and potential sisters should be sisterly by not joining an organization founded on sisterhood if their intent is to condemn the members, sisterly gestures when a sister is wholeheartedly providing personality thruths and positive criticism toward the potential member with the intend to build their character or inform the potential member of their character flaw for personal acknowledgement that leads to introspection | 9/16/2015 2:18 AM  |
| 190 | No concerns at this time because it has not nor will not take place in our chapter.   | 9/15/2015 11:47 PM |
| 191 | I think hazing is not right. You do not have to get hit, or hurt to be a member of an organization. The emphasis should be on gaining an understanding of the organization which you want to join, on being a better person, and building a true, safe and supportive sisterhood.   | 9/15/2015 9:00 PM  |
| 192 | Hazing is not a way to build a Strong Soror. Utilizing the strong historical foundation of our 5 Pearls and our founding principles in a positive light and in action are the keys.   | 9/15/2015 7:35 PM  |
| 193 | Hazing is an unnecessary practice that must be eradicated from sororities and fraternities.   | 9/15/2015 7:08 PM  |
| 194 | not needed or condoned.   | 9/15/2015 4:23 PM  |
| 195 | Hazing is unnecessary and should not be considered a right of passage.  | 9/15/2015 12:06 PM |
| 196 | While hazing or pledging was legal before the 90s and was viewed as the right of passage to become a member of an organization, I do not feel that it is the case. Hazing does not make you a "better member." I've known members from various organizations that boast about how long they were pledged but do not see them active in their organizations. It just shows how long someone can endure the activities, not so much learning more about the organization or how they contribute to it.  | 9/15/2015 12:01 PM |
| 197 | I dont condone hazing and why would you want to hurt someone who's in the process of becoming your sister or brother.   | 9/15/2015 10:02 AM |
| 198 | There is no room for hazing and I am so glad that it is now at the forefront being exposed. It is degrading and humiliating and does not promote sisterhood.  | 9/14/2015 6:49 PM  |
| 199 | Hazing is not appropriate behavior for college-educated women that uphold the ideals of this great sorority. Hazing does not lend itself to anything positive and it puts our sorority and its members in a negative light.   | 9/14/2015 2:27 PM  |
| 200 | Hazing is wrong and should not be tolerated in any form by any Soror.   | 9/14/2015 10:40 AM |
| 201 | Those that haze, have more than likely been hazed themselves!   | 9/14/2015 7:42 AM  |
| 202 | Hazing should never be allowed. Members who haze should not be allowed to pay fines and come back into the sisterhood.  | 9/14/2015 12:43 AM |
| 203 | Not a good way to promote Sisterhood nor Sisterly love!   | 9/13/2015 6:41 PM  |
| 204 | I think that it is wrong. Someone could get hurt.   | 9/13/2015 6:07 PM  |
| 205 | Hazing isn't a bridge to sisterhood it is the exact opposite it destroys the very core of sisterhood. A woman who hazes another woman, I believe has a deep seeded issue of abuse and should seek medical help.   | 9/13/2015 9:29 AM  |
| 206 | Finer women do not haze.  | 9/12/2015 9:30 AM  |
| 207 | It cost the Sorority money and potentially great members!   | 9/12/2015 2:39 AM  |
| 208 | It should not be done.  | 9/12/2015 12:19 AM |
| 209 | Hazing is disrespectful, degrading and sheds a very negative image on the sorority. One should always live by the Golden Rule and consider if they would want to be the one being hazed.  | 9/11/2015 11:15 PM |

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| 210 | Hazing is no appropriate  | 9/8/2015 10:41 PM |
| 211 | Hazing in my opinion is demeaning and it does not represent sisterly values in any way. Not only does it make a chapter look bad, but those views can also thwart any on going scholarships, positive partnerships that allow us to do good in the community...In a nut shell, not a good look!   | 9/8/2015 10:29 PM |
| 212 | Hazing is unacceptable in any form or fashion within the Divine 9!  | 9/8/2015 10:27 PM |
| 213 | Hazing is wrong.  | 9/8/2015 10:22 PM |
| 214 | Personally, I would not tolerate, under any circumstances being a part of any group which allows hazing of any kind: emotional, physical or spiritual. It is demeaning and violates everything Zeta stands for.   | 9/8/2015 10:20 PM |
| 215 | Finer women don't haze  | 9/8/2015 10:11 PM |
| 216 | It demoralize the person  | 9/8/2015 10:05 PM |
| 217 | It's not needed   | 9/8/2015 9:47 PM  |
| 218 | Not necessary to bond and build a sisterhood.   | 9/8/2015 9:47 PM  |
| 219 | I do not believe that pledging is hazing. A correct pledge process done correctly will allow for growth and more respect from the initiates.  | 9/8/2015 9:28 PM  |
| 220 | Unfortunately, depending on the individual anything can be considered hazing. My general views are that as long as it doesn't, compromise, your health (mental or physical), wealth, or safety, and is not a secret than its not hazing. You should not be doing anything that you would not be comfortable doing in front of the national 1st Anti. If you are then its possible that it might be constituted as hazing. | 9/8/2015 9:12 PM  |
| 221 | I agree with the no hazing policy. I am a Neo May 2015 and I was not hazed at all and I feel close to my sister in my chapter as well as my sisters I went through the intake process with. We did a lot of bonding activities that allowed all of us to get to know each other. It is possible to sisterly bond without hazing!  | 9/8/2015 9:03 PM  |
| 222 | It is not tolerated and should be reported immediately.   | 9/8/2015 9:01 PM  |
| 223 | First, we need to acknowledge that hazing DOES exist - despite the ruling from the early 90s. Second, we need to publicly (within the sorority) talk about the ramifications existing members face when they are caught hazing. We also need to do a better job of sharing the legal repercussions of hazing. It's just not worth it, sorors!   | 9/8/2015 8:56 PM  |
| 224 | Hazing is prohibited by the Sorority and against the law.   | 9/8/2015 8:49 PM  |
| 225 | I think in this day and time non hazing policy is beneficial. People tend to take things to far, that can lead to an tragic incident.   | 9/8/2015 8:25 PM  |
| 226 | I have worked to hard to get my letters and I wont let anyone take them from me because of their shenanigans  | 9/8/2015 8:05 PM  |
| 227 | I don't believe hazing should be in any form.   | 9/8/2015 8:03 PM  |
| 228 | It is not necessary. It is a crime and it should be treated like one.   | 9/8/2015 7:59 PM  |
| 229 | Finer women don't haze  | 9/8/2015 7:58 PM  |
| 230 | Hazing will always be the downfall of any organization  | 9/8/2015 7:57 PM  |
| 231 | Hazing is not a "requirement" for membership to Zeta Phi Beta Sorortity. To willingly conduct bodily harm on someone as a rite of passage to our sisterhood is barbaric for this day and age. People not understand how to build bonds without humiliation or submissive behaviours. This is sad and not reflective of our organization.  | 9/8/2015 7:56 PM  |
| 232 | Hazing is wrong and never builds a bond. It only destroys the sisterhood  | 9/8/2015 7:44 PM  |
| 233 | Hazing is illegal and could result in death of a person and jail time/fines for those involved.   | 9/8/2015 7:34 PM  |
| 234 | Zero Tolerance  | 9/8/2015 7:28 PM  |
| 235 | PERSONALLY, I think the laws of hazing are so broad that it creates a space where people can just "sign their name" and become member - the hazing laws are set up to where correction cannot happen.   | 9/8/2015 7:21 PM  |
| 236 | Hazing does not make better members. Many members who claim to have "come through" the hard way, usually are not active. They do not participate in up building the community.  | 9/8/2015 7:06 PM  |
| 237 | I don't like it and I don't support it. We are grown women and should be treated as such.   | 9/8/2015 6:56 PM  |
| 238 | Hazing is abuse in every sense of the word, which may lead to unfortunate consequences.   | 9/8/2015 6:42 PM  |
| 239 | I don't like hazing.  | 9/8/2015 6:26 PM  |

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| 240 | Personally hazing is wrong, and it's uncalled for. There's so many other successful ways of getting new members into your organization, that you shouldn't need to resort to hazing.   | 9/8/2015 6:24 PM |
| 241 | Hazing is despicable and have no place in our sorority. I feel that hazing takes away from what's important with being a member of our sorority.   | 9/8/2015 6:22 PM |
| 242 | N/A  | 9/8/2015 5:53 PM |
| 243 | It's a childish and hazardous behavior and had no place in any organization.   | 9/8/2015 5:46 PM |
| 244 | Hazing is not tolerated.   | 9/8/2015 5:45 PM |
| 245 | Hazing comes in many forms, not just the physical. Any form of hazing is truly unacceptable.   | 9/8/2015 5:27 PM |
| 246 | Hazing is a concept born out of tradition, not necessity. As mentioned above similar results can yield from non-hazing compliant activities.   | 9/8/2015 5:26 PM |
| 247 | Hazing does not foster sisterhood. It causes resentment. My sister was hazed in the early 1960's while joining another sorority and never participated or renewed her membership after joining her sorority. She stated that those girls were so mean to her that she would never call them her sisters.   | 9/8/2015 5:24 PM |
| 248 | Should not be done   | 9/8/2015 5:22 PM |
| 249 | Hazing occurs because of lack of real activities outlined in the MIP process. The revised MIP process is good in terms of giving information but it doesn't have any specific activities to form bonding within a chapter! The wilderness training that is provided in most states for corporate moral, would be great!!   | 9/8/2015 5:16 PM |
| 250 | While hazing was traditionally part of the past pledge process, we have moved away from those types of activities. More can be accomplished with activities and interactions that demonstrate sisterly love and a willingness to teach rather than to intimidate.  | 9/8/2015 4:55 PM |
| 251 | Zeta Phi Beta Incorporated is made up of a group of excellent women who are Christlike, intelligent, and professional. Our sorority is a great organization, and our members intend to keep it that way. Zeta Phi Beta Sorority Incorporated will continue to thrive and be the best without using inappropriate tactics(hazing).  | 9/8/2015 4:44 PM |
| 252 | It is an unnecessary evil that generates more people to continue the trend and causes lives to be shattered for the sake of "Peer APPROVAL or BELONGING" to a small section of a larger group. It's self demeaning for a better word. ABBuggs  | 9/8/2015 4:39 PM |
| 253 | I think hazing is an outdated practice.  | 9/8/2015 4:38 PM |
| 254 | Hazing is illegal. The public is getting smarter now. They are participating in hazing, accepted into the organizations, and filing Capital lawsuits against the organization. If one case wins, then there is likely an organization will be bankrupt for paying out millions and millions of dollars. This will be the best get rich quick scheme going because they continue to haze. | 9/8/2015 4:37 PM |
| 255 | Hazing is incompatible with the principles Zeta Phi Beta Sorority, and indignant to rights of others.  | 9/8/2015 4:36 PM |
| 256 | Hazing can be humiliating and have a negative and lasting affect on a persons life   | 9/8/2015 4:25 PM |
| 257 | Hazing is something that is difficult to monitor   | 9/8/2015 4:08 PM |
| 258 | It's wrong.  | 9/8/2015 4:01 PM |
| 259 | It is not a way to bond together as sisters.   | 9/8/2015 3:59 PM |
| 260 | It is unnecessary and unethical  | 9/8/2015 3:48 PM |
| 261 | I feel that hazing is a very negative way to show sisterhood.  | 9/8/2015 3:47 PM |
| 262 | Hazing is abusive; therefore, hazing undermines the integrity of an organization.  | 9/8/2015 3:31 PM |
| 263 | So feel it was done to me. Which is a sad statement. That is not what sisterhood is about.   | 9/8/2015 3:25 PM |
| 264 | Hazing is never ok, and is unnecessary and happen when people try to live in their glory days.   | 9/8/2015 3:22 PM |
| 265 | we already have one  | 9/8/2015 3:21 PM |
| 266 | I believe hazing should be reported and no one should have to endure hazing to offer there services.   | 9/8/2015 3:05 PM |
| 267 | Just don't do it   | 9/8/2015 3:05 PM |
| 268 | Hazing is not worth the effort.  | 9/8/2015 3:03 PM |
| 269 | Hazing is not needed in any organization   | 9/8/2015 3:01 PM |
| 270 | Hazing shines a negative light on the organization. Hurting/humiliating another isn't love nor does it show loyalty.   | 9/8/2015 3:00 PM |

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| 271 | I do not condone hazing in any way, shape or form. I do not think the "way you came in" dictates the type of member you will be and I HATE when members try to belittle new initiates for not having "pledged".  | 9/8/2015 2:55 PM  |
| 272 | Hazing defacing the sisterhood and principles in which we were founded. In all that we do, we should be exemplifying Scholarship, Service, Sisterhood and Finer Womanhood.   | 9/8/2015 2:49 PM  |
| 273 | I feel like hazing is very unnecessary, especially when it comes to building sister hood and becoming a finer woman.   | 9/8/2015 2:47 PM  |
| 274 | I will not be a participant in any hazing situation.   | 9/8/2015 2:46 PM  |
| 275 | I don't believe in hazing.   | 9/8/2015 2:45 PM  |
| 276 | Finer Women just should not tolerate it  | 9/8/2015 2:43 PM  |
| 277 | Hazing is not a mandate or requirement to joining our organization and it should not be viewed in such manner.   | 9/8/2015 2:42 PM  |
| 278 | Hazing doesn't create the sisterhood, spending time with one another and getting to know one another creates/strengthens it  | 9/8/2015 2:39 PM  |
| 279 | Finer Women Don't Haze   | 9/8/2015 2:38 PM  |
| 280 | I do not tolerate hazing and would be grounds for me to leave any association.   | 9/8/2015 2:35 PM  |
| 281 | Hazing has been promoted as a means to earning sisterhood, dismantling this stigma is what is most important.  | 9/8/2015 2:25 PM  |
| 282 | Hazing is something that should never be allowed or tolerated in every sense of the word. Hazing someone is the coward thing to do and perpetuates a cycle of disgusting behavior.   | 9/8/2015 2:25 PM  |
| 283 | Hazing is not tolerated in any instance and should be reported immediately.  | 9/8/2015 2:24 PM  |
| 284 | simplify this survey. Add "nothing" as a answer to number 5  | 9/8/2015 2:24 PM  |
| 285 | I don't agree with hazing never did in 1987 and still dont   | 9/8/2015 2:23 PM  |
| 286 | Hazing is something that should be left in the past. Finer women don't haze.   | 9/8/2015 2:18 PM  |
| 287 | We all know that hazing is not allowed, and should not occur. we just have to make sure we abide by the rules.   | 9/8/2015 2:18 PM  |
| 288 | Hazing is not an aspect of the MIP process that should be condoned or accepted as normal.  | 9/8/2015 2:13 PM  |
| 289 | I don't condone hazing   | 9/8/2015 2:12 PM  |
| 290 | I do not agree with hazing but I can see how some who genuinely love Zeta would want to ensure that those seeking Zeta love her as much as they do. Instead of simply saying "Don't Haze" I believe it is imperative for Zeta to allow and encourage sisterhood to be established and ingrained during observation and embellishment. Kudos for this survey. Please utilize and share the results. | 9/8/2015 2:10 PM  |
| 291 | I personally feel like hazing shouldn't be acceptable in any shape or form.  | 9/8/2015 1:53 PM  |
| 292 | There is absolutely no place for it in our organizaton   | 9/8/2015 1:37 PM  |
| 293 | Is inappropriate and should not be tolerated. Must be informed about the consequences of such behavior.  | 9/8/2015 1:36 PM  |
| 294 | Finer Women don't need hazing to build other Finer Women... Finer Women are built from Sisterly LoVe, an understanding of our organization and positive bonding.   | 9/8/2015 12:57 PM |
| 295 | It does not define your process  | 9/8/2015 12:27 PM |
| 296 | Although there are various forms of hazing,I feel that hazing can be dangerous toward individuals.   | 9/8/2015 12:10 PM |
| 297 | In this day and age, hazing is uncalled for and serves no purpose.   | 9/8/2015 12:07 PM |
| 298 | I don't agree to hazing what so ever. I believe in building our sisters up and not tearing them down due to a tradition. Hazing can cause emotional, physical, and physiological damage that can be irreversible for a person to ever get over.  | 9/8/2015 11:55 AM |
| 299 | Hazing may be part of what has been done years past in several organizations but it has never been ok. There is nothing beneficial about degrading another human being.  | 9/8/2015 11:50 AM |
| 300 | hazing is an outdated tradition that should be eradicated in our sorority.   | 9/8/2015 11:41 AM |
| 301 | Hazing can harm individuals, but however it may make one stronger  | 9/8/2015 10:38 AM |
| 302 | Hazing is a tradition that needs to be left in the past  | 9/8/2015 10:30 AM |
| 303 | Not to be tolerated  | 9/8/2015 9:48 AM  |
| 304 | Finer Women Don't Haze   | 9/8/2015 9:28 AM  |

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| 305 | Hazing is completely unnecessary and a reportable crime. No one has time for all of that. I have bills to pay and people to support.  | 9/8/2015 9:24 AM  |
| 306 | A form of bullying under the umbrella of another name.  | 9/8/2015 9:16 AM  |
| 307 | It's unnecessary and outdated.  | 9/8/2015 9:13 AM  |
| 308 | I am against hazing.  | 9/8/2015 9:08 AM  |
| 309 | Hazing is an illegal act and one that I do not engage in, support, or condone in any way. It degrades the integrity of our sisterhood.  | 9/8/2015 7:35 AM  |
| 310 | Hazing is wrong and I feel that ALL involved (directly and indirectly-knew, even if didn't physically participate), should be punished accordingly.   | 9/8/2015 1:58 AM  |
| 311 | Hazing is an antiquated rite of passage that should be gone by now. What used to be harmless, prankish fun has turned into dangerous and often deadly, degrading activities that do nothing to forge stronger bonds of brother/sisterhood. As society has gotten more violent and permissive, hazing has also gotten closer to the "edge." It should be outlawed and there should be zero tolerance for it. | 9/8/2015 1:52 AM  |
| 312 | Bad   | 9/7/2015 10:54 PM |
| 313 | Hazing is wrong!  | 9/7/2015 10:54 PM |
| 314 | I think sorors think if you've gone through a process it makes you a real zeta. Otherwise you've skated..   | 9/7/2015 10:32 PM |
| 315 | hazing is morally wrong and unacceptable Finer woman Don't Haze   | 9/7/2015 10:16 PM |
| 316 | I personally will not condone, co-sign, or affiliate myself with such unacceptable behavior.  | 9/7/2015 9:37 PM  |
| 317 | Hazing is definitely wrong and does nothing to build sisterly love.   | 9/7/2015 9:31 PM  |
| 318 | I feel like this is not needed in order to cross new members. Pain should not be something anyone should have to go through to show a bond. Working together in accomplishing a positive goal is all one needs.   | 9/7/2015 8:59 PM  |
| 319 | Hazing endangers lives and jeopardizes the future of our organization.  | 9/7/2015 8:26 PM  |
| 320 | I do not agree with or would ever participate in hazing.  | 9/7/2015 6:25 PM  |
| 321 | With a suspicion reported its not taken serious and when there is any action taken... its kept confidential.  | 9/7/2015 4:16 PM  |
| 322 | Not useful or safe! Not what Zeta is about!   | 9/7/2015 4:07 PM  |
| 323 | I don't condone hazing, it's not legal and it's not sisterly.   | 9/7/2015 2:52 PM  |
| 324 | Deliberate hazing is foolish ! This kind of behavior is not sisterly bond building. Sisters violating the established anti - hazing policies and procedures should be made accountable by law.  | 9/7/2015 2:26 PM  |
| 325 | Hazing is not necessary. I wasn't hazed 40 years ago and I've been a supportive, financial ZETA every year.   | 9/7/2015 2:00 PM  |
| 326 | Hazing is dangerous and should not be apart of joining any organization especially Zeta Phi Beta Sorority, Inc. It is a pointless act that does nothing to better our Sorority as a whole.  | 9/7/2015 1:18 PM  |
| 327 | There is no excuse for hazing.  | 9/7/2015 10:03 AM |
| 328 | Hazing does not improve the character of the person being hazed or the person who does the hazing. It's infantile.  | 9/7/2015 8:24 AM  |
| 329 | Hazing destroys the Bond of sisterhood.   | 9/7/2015 8:13 AM  |
| 330 | Outdated, illegal, unnecessary  | 9/7/2015 7:15 AM  |
| 331 | Hazing in wrong on all levels   | 9/7/2015 6:47 AM  |
| 332 | Hazing is wrong and should not be allowed under any circumstances.  | 9/7/2015 6:42 AM  |
| 333 | Hazing is against the law. Hazing can be abusive, threatening and can lower an individual's self-esteem   | 9/7/2015 1:32 AM  |
| 334 | Hazing is wrong and I don 't think I need to belittle someone else to make me look big! Self esteem is so important and I would not want to scar someone for life.  | 9/6/2015 11:23 PM |
| 335 | Hazing activities can be humiliating, demeaning, intimidating, and can results in physical and/or emotional discomfort to someone. It 's wrong!   | 9/6/2015 10:58 PM |
| 336 | I am totally against hazing, because I do not like bullying . By all means to me hazing is a form of bullying others in some sort of way.   | 9/6/2015 9:53 PM  |

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| 337 | Hazing, although traditional, has gotten out of hand and should not be apart of the membership process. Hazing doesn't make the members dedication to the organization any stronger than those who are not hazed.  | 9/6/2015 8:27 PM  |
| 338 | It is illegal, immoral and unacceptable.   | 9/6/2015 7:42 PM  |
| 339 | I do not agree with hazing of any kind.  | 9/6/2015 7:39 PM  |
| 340 | Hazing is criminal, and serves no purpose in any form of life. Hazing undermines our tenant of finer womanhood   | 9/6/2015 6:57 PM  |
| 341 | Hazing is the wrong thing to do.   | 9/6/2015 6:22 PM  |
| 342 | It is not in the best interest of the sorority and members.  | 9/6/2015 5:17 PM  |
| 343 | Hazing is unlawful, unethical, immoral, demoralizing and does not represent Sisterly Love! I felt this way before I became a pastor , an Ecclecastical Judge in the AME Church(The Supreme Court called Judicial Council)and Appointed as The only MDPDFemale Police Chaplain for 12 years of CSI Miami  | 9/6/2015 5:07 PM  |
| 344 | Hazing in no form should not be accepted by anyone.  | 9/6/2015 5:02 PM  |
| 345 | We can succeed without hazing anyone.  | 9/6/2015 4:56 PM  |
| 346 | Hazing in any form is not accepted   | 9/6/2015 4:53 PM  |
| 347 | It isn't. Classic. We have class! We are not without culture. We are. beautiful. Women!  | 9/6/2015 4:49 PM  |
| 348 | Hazing can cause death.  | 9/6/2015 4:35 PM  |
| 349 | I honestly think hazing is uncalled for you shouldn't have to get haze in order to join a sorority at the end of the day your really aren't proving nothing.   | 9/6/2015 4:25 PM  |
| 350 | Hazing can potentially be dangerous or harmful.  | 9/6/2015 4:25 PM  |
| 351 | No hazing...period...expressions of love do not need pain..negative words or emotions  | 9/6/2015 4:20 PM  |
| 352 | Not necessary to provide you're qualified to become a part of a sisterhood   | 9/6/2015 4:10 PM  |
| 353 | No one should be abused, when it comes to joining an organization.   | 9/6/2015 4:05 PM  |
| 354 | It is never enough information. We must stay informed and no haze.   | 9/6/2015 3:52 PM  |
| 355 | DON'T DO IT  | 9/6/2015 3:38 PM  |
| 356 | During the time period on the late 70's and early 80"s it was very common for hazing to occur. However, when I pledged in 1981 my big sisters did not believe in or approve of the activity. We participated in a lot of community service projects and studied together. I think it can be hard to like and or work with someone who is literally kicking your butt everyday. It is a no brainer...don't haze it is for the betterment of Zeta.   | 9/6/2015 3:08 PM  |
| 357 | I believe that hazing becomes an issue when it is taken beyond the vehicle to build sisterhood.  | 9/6/2015 2:36 PM  |
| 358 | I am against hazing; it completely goes against our Finer Wimanhood principle and does not benefit the sorority in the long run.   | 9/6/2015 9:09 AM  |
| 359 | I remember being mentally hazed and still do not spend time with the Soror doing it. She was mean spirited then, and still is - thank goodness she is no longer active.  | 9/6/2015 4:35 AM  |
| 360 | Hazing is a weak attempt at creating a bond.   | 9/5/2015 11:29 PM |
| 361 | Hazing is unnecessary and dangerous.   | 9/5/2015 10:55 PM |
| 362 | I don't approve of hazing especially if I could get the chapter in trouble.  | 9/5/2015 10:50 PM |
| 363 | can't be tolerated.  | 9/5/2015 10:42 PM |
| 364 | Hazing needs to stop because in the end nobody wins.   | 9/5/2015 7:33 PM  |
| 365 | I am appalled to hazing practices. We are beyond slavery times when the white man would beat us,,aren't we?  | 9/5/2015 4:38 PM  |
| 366 | Hazing is wrong.   | 9/5/2015 3:41 PM  |
| 367 | I feel that hazing is humiliating to the individual and should not be used to determine loyalty to the sorority.   | 9/5/2015 3:25 PM  |
| 368 | I would never contribute funds to an organization that upholds violent or mentally abusive behavior among adults or children. Hazing is the most un- lady like approaches, no matter what form, for a woman to endure to be a part of anything. Women are abused in their households, some in the workplace, some in their marriages and to have it among a sisterhood such as our organization is a tear down never a pick up or encourager. Continue to stand Zeta against such treatment. | 9/5/2015 11:24 AM |

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| 369 | We are about helping other to excel  | 9/5/2015 10:58 AM |
| 370 | It is wrong and in some instances it causes some form of mental abuse, when this happens you are unable to develop any true form of sisterly love or relationship.   | 9/5/2015 10:58 AM |
| 371 | i have no problems with t if done correctly.   | 9/5/2015 10:08 AM |
| 372 | Against hazing, I would report!  | 9/5/2015 9:45 AM  |
| 373 | It does not comply with being ladies.  | 9/5/2015 7:57 AM  |
| 374 | I think it is wrong!   | 9/5/2015 7:57 AM  |
| 375 | i don't like it but unfortunately it still happens they complete the process and then go through another process that involves hazing they get new line names and numbers.   | 9/5/2015 7:54 AM  |
| 376 | It's just NOT RIGHT! When we take advantage of someone's mental, physical and emotional gain as a way to "make the a better Sister," it's nothing more than degrading and disrespectful. Nothing Finer about it.   | 9/5/2015 7:25 AM  |
| 377 | Hazing is illegal and against our policy. Our founders did not engage in hazing our create this culture.   | 9/5/2015 6:21 AM  |
| 378 | I believe we must follows the national guidelines and build and continue to reflect positive sisterhood.   | 9/5/2015 12:21 AM |
| 379 | No one should allow hazing to happen   | 9/4/2015 11:32 PM |
| 380 | No one should be forced to partake in activities that make them feel uncomfortable and/or against their morals.  | 9/4/2015 10:17 PM |
| 381 | Hazing is a form of Bullying   | 9/4/2015 7:58 PM  |
| 382 | Don't want to have nothing to do with it.  | 9/4/2015 6:38 PM  |
| 383 | Hazing is uncivilized and is a replication of slavery!   | 9/4/2015 5:44 PM  |
| 384 | Illegal and punishable by law. A person who feels they have to haze someone has issues themselves. Especially those who haze when them their self was not hazed. It doesn't make sense.  | 9/4/2015 5:30 PM  |
| 385 | There's nothing positive about hazing. In fact, hazing is emotionally stressful, humiliating, intimidating, and can even cause death.  | 9/4/2015 5:18 PM  |
| 386 | I do not condone or believe in the criminal activity of hazing.  | 9/4/2015 4:37 PM  |
| 387 | My general view is should be happening. Our process is to the point and does not allow room for it.  | 9/4/2015 3:47 PM  |
| 388 | Hazing is wrong and those who participate should be punished.  | 9/4/2015 2:43 PM  |
| 389 | Hazing is de-humanizing and reveals lack of respect for person being hazed. Also the hazer must lack compassion and sisterhood   | 9/4/2015 2:42 PM  |
| 390 | There is no need to haze. There are fun and creative ways to bond during observation. I came in during the time of pledging and most of the people who pledged during my era are gone. Hazing is not a predictor of who will be a great Zeta or not. Several people that were hazed have left and not returned. As a member of a graduate chapter I cannot imagine that grown women would let someone haze them. | 9/4/2015 1:43 PM  |
| 391 | It's great that hazing is no longer allowed.   | 9/4/2015 1:25 PM  |
| 392 | Hazing is illegal  | 9/4/2015 1:19 PM  |
| 393 | I believe hazing revolves around making people do things that are demeaning and is pointless. However, I do believe that systems or activities should compliment the MIP process to build a sisterly connection.   | 9/4/2015 12:44 PM |
| 394 | Hazing is never ok   | 9/4/2015 12:30 PM |
| 395 | As I was always told, "Hazing has no place is this organization. How can I beat you, then have the AUDACITY to call you my sister/soror. That is not sisterly love!  | 9/4/2015 12:24 PM |
| 396 | Hazing is outdated, we need workers and women with connections to build this Sorority.   | 9/4/2015 11:20 AM |
| 397 | Hazing should never be tolerated or allowed within the organization. No one should be treated this way in the name of sisterhood.  | 9/4/2015 11:11 AM |
| 398 | In some hazing cases, fatalities was the ending result. Hazing is not tolerated on any level in Zeta Phi Beta Sorority, Incorporated!!   | 9/4/2015 10:34 AM |
| 399 | Finer Women dont haze  | 9/4/2015 10:02 AM |
| 400 | Hazing is wrong and may cause serious physical, social, and emotional damage to those who participate. It is not essential and should never be considered as a component of any affiliation with an organization.  | 9/4/2015 9:46 AM  |

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| 401 | Hazing is bullying and like bullying, there can be emotional, psychological and physical damage done. Hazing should be eradicated.   | 9/4/2015 9:34 AM  |
| 402 | Hazing has proven to be an unnecessary tradition that usually divides sorors and chapters because of everyone's opinion of what should occur based on what they have been through in the passed. Hazing divides more than builds.  | 9/4/2015 8:42 AM  |
| 403 | Hazing is wrong. I wouldn't want to belong to any organization that felt they needed to haze me in order for me to become a member. I wouldn't feel close to those who hazed me after the process.   | 9/4/2015 8:04 AM  |
| 404 | It is wrong and illegal to harass or physically harm another person.   | 9/4/2015 7:59 AM  |
| 405 | Hazing is just wrong!  | 9/4/2015 6:50 AM  |
| 406 | Hazing should not be allowed. I agree with our organization on this issue.   | 9/4/2015 6:28 AM  |
| 407 | My concerns are that some people really don't understand how important it is to not haze and the damage it can cause.  | 9/4/2015 5:38 AM  |
| 408 | Being a member of this great sorority has taught me to love and respect my sisters and that anything done to degrade, embarrass, or humiliate is unacceptable. We have also been taught that our role is to help develop and encourage our sisters.  | 9/4/2015 12:09 AM |
| 409 | Putting it underground destroyed the tradition. This new hazing is just stupid   | 9/3/2015 11:55 PM |
| 410 | Hazing is not a constructive under any circumstances and it should not be tolerated.   | 9/3/2015 11:44 PM |
| 411 | Hazing is no longer acceptable.  | 9/3/2015 10:22 PM |
| 412 | I was not hazed. I crossed grad chapter and there were strict rules against hazing. I have heard the horror stories yet I also see bonds. I do not think I missed out on being hazed but I do wish I had some deeper bonds. I am working on those and I know I will have those deep bonds. It just take a little work.   | 9/3/2015 10:07 PM |
| 413 | I do think 'crossing those burning sands' and making my LS figure things out was helpful to out bond but I also know people take things to the extreme and thus we have law suits.   | 9/3/2015 9:40 PM  |
| 414 | Hazing is unacceptable and must not be tolerated.  | 9/3/2015 9:15 PM  |
| 415 | I do not believe hazing makes a better member of an organization, I do however believe that our definition of what constitutes hazing is overly broad and results in a general attitude among interested women and aspirants that they should not be concerned with overexerting or applying, or being what they perceive as inconvenienced by the Sorority. Expectations have fallen, and we've ceded too much power to women who have not yet contributed anything to the organization. It's difficult to set expectations and standards when our definition of Jason could easily be interpreted to restrict us from having any high expectation. | 9/3/2015 8:11 PM  |
| 416 | I will not tolerate hazing from anyone no matter what position they occupy in the sorority no how long they have a member  | 9/3/2015 7:52 PM  |
| 417 | Hazing is considered harassment or abuse. Therefore, I take all measures to make everyone around me aware of the seriousness of hazing   | 9/3/2015 7:50 PM  |
| 418 | Hazing has resulted in many women who pledged, or were a part of the intake process to simply be Zeta in name only. When that happens it is a loss for the sorority and the women who are lost to us.  | 9/3/2015 6:27 PM  |
| 419 | The only way to stop hazing is to continue to make those guilty of hazing accountable for their actions! If enough are charged and sentenced, maybe then will they get the message!  | 9/3/2015 6:06 PM  |
| 420 | It never should have been a part of our sisterhood   | 9/3/2015 5:36 PM  |
| 421 | Hate it!   | 9/3/2015 4:04 PM  |
| 422 | Hazing is archaic and totally unnecessary!   | 9/3/2015 4:01 PM  |
| 423 | Hazing is wrong  | 9/3/2015 2:10 PM  |
| 424 | It is truly not necessary. If we are to be a true sisterhood and show that true sisterly love, we must not haze but love one another and teach the history and foster tenets of organization.  | 9/3/2015 12:47 PM |
| 425 | I feel like hazing is stupid and unnecessary. Hazing hurts people emotional and physical. If you don't want it done to you, why do it to someone else.   | 9/3/2015 12:03 PM |

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| 426 | Hazing once a process that was in order to make actual goals. For example, hazing in the 1940s and 50s was meant to help members combat the mistreatment one would receive in the Civil Rights Movement. However, now hazing has no ultimate goal besides tradition. Nevertheless, I do feel that the MIP process should consider elements that were apart of hazing to factor into the MIP process. Instead of just the textbook lecture style process of reading and reviewing information. The MIP process should also factor in the elements of team-building exercises, etc. to ensure the members and chapters are staying afloat without the need of hazing.  | 9/3/2015 11:38 AM |
| 427 | Proving we are Zetas through hazing does not make a Soror. Education, the feeling of respect and Sisterhood does create the feeling of sisterhood.   | 9/3/2015 11:19 AM |
| 428 | If hazing is a way to belong to an organization, then why belong. How can someone that participates in hazing then turn around and say that they are your sisters?   | 9/3/2015 10:56 AM |
| 429 | Hazing reminds me of a husband who beats his wife to MAKE her love, honor ,respect and stay with him. Hazing, like Domestic Battery, does not breed love, honor , respect or warm, fuzzy, fond Zeta memories!  | 9/3/2015 10:37 AM |
| 430 | Hazing is a long-standing tradition that will take time to overcome. With the new intake process, and clear statements about the sorority's position on hazing, I think it will become less likely over time.  | 9/3/2015 9:06 AM  |
| 431 | Hazing is not necessary nor does it strengthen the victim  | 9/3/2015 7:34 AM  |
| 432 | Hazing penalties are not severe enough. Grad chapters need to be held accountable when they turn a blind eye to what UG's are doing and fail to report it. Sorors need to understand that they can be disciplined for any activity that falls outside of the 7 MIP steps, and learn the school policy and statutory definitions of hazing.   | 9/3/2015 6:45 AM  |
| 433 | Hazing mirrors the behavior used by gangs of "jumping in" their members. As young men and women who are poised for service and excellence, I find this form of "initiation" quite distasteful and misrepresents the image of "FinerWomanhood", "Sisterhood", or "Brotherhood".   | 9/3/2015 12:17 AM |
| 434 | Hazing is not a must to be a sister. If you chose to do so then you must take what comes with it.  | 9/2/2015 11:52 PM |
| 435 | I believe that there is a difference between hazing and pledging. The lines became blurred when individuals began to cause physical and psychological harm to those who sought out membership in an organization. I feel that pledging was a way to get people out of their comfort zone by doing activities that were relevant. For instance, if a potential member was asked to assist with putting together an event by contacting businesses for donations, this would be considered hazing according to today's definition. However, this is a legitimate task that may need to be completed to execute an event. It's something that needs to be learned by the potential new member, but we cannot ask them to assist with this task without hazing being brought up. | 9/2/2015 11:25 PM |
| 436 | I think we need to get tougher. There's no reason why a process (pledging) that was outlawed 25 years ago so still be so rampant within our sisterhood.  | 9/2/2015 11:02 PM |
| 437 | Hazing is wrong and can get the sorority in financial trouble.   | 9/2/2015 10:52 PM |
| 438 | Hazing is not needed to build a bond with someone.   | 9/2/2015 10:30 PM |
| 439 | If you know you would not want to be treated badly, then why do it to someone else?  | 9/2/2015 10:10 PM |
| 440 | Weekend sisterly bond  | 9/2/2015 9:56 PM  |
| 441 | No one should be mistreated or be-little. The older Sorors need to set the example.  | 9/2/2015 9:53 PM  |
| 442 | I think hazing is uncalled for and can cause physical, mental, and emotional harm to others. Hazing is a serious offense that shouldn't be taken lightly.  | 9/2/2015 9:53 PM  |
| 443 | From my experience, hazing doesn't build sisterhood. Instead it creates an environment of hostility and division. Therefore, I strongly disagree with its usage.   | 9/2/2015 9:08 PM  |
| 444 | Hazing reminds me of slavery days as a way of physical, mental, and emotional abuse which by no means is an example of finer womanhood, sisterhood or any other characteristics that makes a finer woman.  | 9/2/2015 9:05 PM  |
| 445 | Hazing does not build sisterhood.  | 9/2/2015 8:46 PM  |
| 446 | Hazing is not a way to show someone sisterly love. Tradition or not it has to stop.  | 9/2/2015 8:29 PM  |
| 447 | I do not do condone it but a little hazing adds character to some people.  | 9/2/2015 8:12 PM  |
| 448 | It's unnecessary to do in order to make a great Zeta.  | 9/2/2015 7:40 PM  |
| 449 | It is demeaning.   | 9/2/2015 7:11 PM  |
| 450 | While the concept of hazing is to make someone humble, appreciative of their position and knowledgeable about the organization, I believe we need to look for those traits in prospective Sorors not try to force people into that mold.   | 9/2/2015 7:07 PM  |
| 451 | I think it's deplorable and totally unnecessary.   | 9/2/2015 6:35 PM  |

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| 452 | It should NOT be done!   | 9/2/2015 6:30 PM |
| 453 | Hazing should never happen and everyone deserves respect.  | 9/2/2015 6:02 PM |
| 454 | Although I received a light form of hazing (during the turnover years 1990), I do believe that hazing has truly done nothing to create a sisterly bond. If anything, it festers a persons true feelings that will then be displayed on the next group of women who want to become members (instead of on the women who did hazing). You can still create bonds without the traditional hazing methods. The process should be about getting to know this individual who has the same interest as I in the Sorority. The real bonds are created once you are a part of this great organization.  | 9/2/2015 6:00 PM |
| 455 | As someone who was hazed I believe that there is absolutely nothing that is taught by participating in such rituals besides hate. There is nothing sisterly about hazing. Hazing perpetuates hate. I would never want my children to tell me they were exposed to anything remotely similar to what I endured. That is why I oppose hazing and will do everything in my power to stop hazing.  | 9/2/2015 5:37 PM |
| 456 | I believe if one has the tendency to haze another SISTER- one is NOT a Sister- A sister of unity, love, and respect for one another. Hazing is /was a traditional custom. However, now that we are purpose-driven in our mission and vision of ZETAS- the tradition is now obsolete and we value Trademark of Zeta; rather than the Tradition of terrible acts. Dr. Margaret Boyd-Owens, Pine Bluff, Epsilon Zeta Zeta Chapter   | 9/2/2015 5:23 PM |
| 457 | I feel that hazing actually creates a divide in an organization. There are some members feel superior or entitled because they've been hazed, or feel their work is done even though they have done no work since joining their organization.  | 9/2/2015 5:23 PM |
| 458 | I believe hazing goes against the principles and total reasoning behind building a sisterhood.   | 9/2/2015 5:16 PM |
| 459 | Without a doubt, it is unacceptable to haze another individual in any form.  | 9/2/2015 5:15 PM |
| 460 | Hazing is wrong and should carry harsh penalties   | 9/2/2015 4:49 PM |
| 461 | Hazing is an old, dated tradition that has no place in our organization's future. We are better than hazing...we are finer.  | 9/2/2015 4:48 PM |
| 462 | None   | 9/2/2015 4:42 PM |
| 463 | Hazing is Insane. Why do it. What does it prove.   | 9/2/2015 4:03 PM |
| 464 | I think hazing needs to end. I know a lot of sorors who were not hazed and they are doing more for the sorority than those that like to brag about being hazed. I do think however that this issue is not just all on the young undergrads. I have seen sorors that joined the sorority under the old intake process talk down to sorors that joined our sorority under MIP. It is as if they don't think those sorors are worthy or something because they didn't go through the above ground pledge process. I think attitudes that like do cause some of our younger sorors to want to go through some illegal form of a process in order to get some type of "respect" from older sorors. I also think that even within Greek life, many Greeks want to be respected. And when you get a group of Greeks together some of them, young and old will talk about their process. While some are just reminiscing about the pre 1990s process, others seem to be trying to let everyone in the group know that they are "made". It is like they are seeking validation from other about their loyalty, love, respect and/or dedication to their organization. Some people just automatically think that just because the person was not hazed that they have no loyalty, love, respect and/or dedication to their organization. | 9/2/2015 3:58 PM |
| 465 | I feel there is a difference between hazing (harmful, hurtful, and without cause and pledging (where a lesson is often intended but not always discussed or understood). Pledging or more history lessons within MIP with rationale for symbols, calls, dress, activities need to be added back in to keep the "traditions" that would not cause harm to new initiates.  | 9/2/2015 3:41 PM |
| 466 | Hazing is illegal and wrong, simple and cut. It should not be done as a means to "build a sisterhood" or "prove worth" from anyone who wants to become a member of something they have a passion for. No one should have psychological, mental or emotional fear of wanting to join something.   | 9/2/2015 3:05 PM |
| 467 | I don't believe hazing makes a stronger Zeta/soror. You are a stronger Zeta/soror by being involved and supporting the principals on which we were founded.  | 9/2/2015 2:49 PM |
| 468 | Hazing is not necessary to build the sisterly bond.  | 9/2/2015 2:24 PM |
| 469 | I do not condone hazing and believe it is a disservice to the sisterhood. I believe anyone knowingly hazing should be punished and expelled from the sorority. I do not believe that whistle blowers or chapters that are not aware of the actions of its membership should be punished.   | 9/2/2015 2:12 PM |
| 470 | Hazing (period)...does not align with the principles in which Zeta Phi Beta Sorority Incorporated represents as Finerwomen.  | 9/2/2015 2:06 PM |
| 471 | Hazing is wrong and there is no excuse for it.   | 9/2/2015 1:34 PM |
| 472 | It is illegal and should not be done!  | 9/2/2015 1:32 PM |

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| 473 | Hazing was never necessary for joining and organization. As a matter of fact, Sorors that I've communicated with who were hazed were more resentful toward the sisterhood.   | 9/2/2015 1:28 PM  |
| 474 | Hazing is a liability to the sorority and can and has cost the organization a lot of money. Hazing does not make you a better soror it only shows that you can take a hit. And just because you can take a hit doesn't mean that psychological and emotional well-being isn't damaged.   | 9/2/2015 1:25 PM  |
| 475 | I believe that hazing is unacceptable and that there are better ways to bring in new members.  | 9/2/2015 1:13 PM  |
| 476 | Hazing is demeaning, violent, and non-sisterly. Laws should be stricter. Education against hazing needs to start in our schools - public, private and charter schools. The education should include the amount of money associated with hazing due to medical bills, psychological services, rehabilitation and other costs.   | 9/2/2015 1:10 PM  |
| 477 | None   | 9/2/2015 1:07 PM  |
| 478 | I believe hazing is HORRIBLE! I also know that some chapters still haze (graduate) and use sand for the experience at the ceremony.  | 9/2/2015 1:05 PM  |
| 479 | I went through it to some degree. I haven't forgotten and the lessons I learned through it have made me think I can overcome anything. For new members to just waltz into the organization, sign papers, without demonstrating that they are a worthy addition to the organization, I think is ludicrous. There needs to be something in place, something as rigorous yet not physically or emotionally damaging as hazing, that can assess the potential of new members. Interviews and observation only tell so much. Some type of tasks I believe are needed. | 9/2/2015 1:02 PM  |
| 480 | It needs to stop!  | 9/2/2015 12:30 PM |
| 481 | There are many ways to bond but hazing is not the answer. We should be about building our sister up and not tearing them down. We all have something special to offer. There should be zero tolerance for hazing. We are all college educated women and should respect the Anti-hazing policy.   | 9/2/2015 12:28 PM |
| 482 | I feel hazing is unnecessary in order to become a member of the organization. Hitting someone or doing other acts of violence does not exemplify finer womanhood. Nor does it insure that these violent acts will insure the bonding and focus needed to grow the organization.  | 9/2/2015 12:20 PM |
| 483 | It is ignorant! What makes one think that one would want to be a part of a "sisterhood" that has no regard for me as a person.   | 9/2/2015 11:57 AM |
| 484 | I don't believe in it nor would I uphold it for any reason.  | 9/2/2015 11:53 AM |
| 485 | I do not agree with hazing, however I do agree with group activities that encourage the intake group to bond and to become a stronger unit. The new intake process attacks the problem, but the sisterhood is stronger when the member actually get to function as one unit. They learn to work together. Team Building has to be done before not after membership. It also needs to be a continuous refresher.  | 9/2/2015 11:52 AM |
| 486 | Hazing is degrading form of what happened to the blacks as slaves. There are laws that help with this change, so lets move forward.  | 9/2/2015 11:29 AM |
| 487 | Hazing is unacceptable and does not empower women to excel based on the principles in which our sorority was founded.  | 9/2/2015 11:14 AM |
| 488 | Should be an end to it Lives matter  | 9/2/2015 11:02 AM |
| 489 | I don't think it's beneficial at all and although history would have one believe it somehow makes the individual "better" than those who haven't, I personally feel it's another form of present day slave mentality. We have better ways to help our new intakes experience HEALTHY challenging team building and bonding experiences that will benefit them both personally and professionally.  | 9/2/2015 10:52 AM |
| 490 | Hazing is looked at as tradition but no one should have to be hazed to be apart of any organization  | 9/2/2015 10:40 AM |
| 491 | Should be banned   | 9/2/2015 10:37 AM |
| 492 | Hazing is a manipulative form of punishment and embarrassment. People who participate in hazing should be dealt with accordingly according to laws.  | 9/2/2015 10:34 AM |
| 493 | It is wrong, and it is the responsibility of every active Soror to do their part in preventing it. Educating ourselves on the do's and don'ts will protect the Sorority and ourselves.   | 9/2/2015 10:31 AM |
| 494 | I think that hazing is completely unnecessary. Overall, it's detrimental to the growth of our sorority.  | 9/2/2015 10:22 AM |
| 495 | Hazing will only change when sisters truly understand that it is along the same lines as domestic violence   | 9/2/2015 9:59 AM  |
| 496 | I believe hazing is not necessary to build great Sorors.   | 9/2/2015 9:44 AM  |

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| 497 | I think hazing is wrong. How can you teach someone to love an organization or a sisterhood if you want to demean, be cruel and abuse a person. That teaches a person to hate you and what you represent, not love you.  | 9/2/2015 9:44 AM |
| 498 | No comment  | 9/2/2015 9:35 AM |
| 499 | I think hazing is inappropriate, demeaning, and not a characteristic of finer womanhood. I am unsure of why hazing was done in the past and why it persists in fraternities and sororities. There are other forms of initiations that can take place that are not demeaning, hazardous to the health or life threatening.   | 9/2/2015 9:33 AM |
| 500 | I feel as though hazing is pointless. It does not do anything but push the ones who were doing the hazing and the ones being hazed away from each other. Also, that could turn the potential members away from the sorority.  | 9/2/2015 9:25 AM |
| 501 | Hazing goes against the basic foundation/ principles of the sorority's purpose. I think it's disgusting and takes away from the meaning of sisterhood and being a member of an organization.  | 9/2/2015 9:16 AM |
| 502 | I have been a Zeta for more than 30 years and I believe that what we went through made us feel more connected and still have the passion for Zeta 30 years later. I believe that getting to know your potential Sorors and the women you are working towards getting into Zeta with is key. With the definition of hazing being so broad even those types of activities could be considered hazing.   | 9/2/2015 9:11 AM |
| 503 | Hazing appears to be another form of bullying. Making others look small while making yourself feel powerful.  | 9/2/2015 9:11 AM |
| 504 | Hazing although started in the past currently is a liability and does not help to build Finer Women. Hazing has no place in our Sorority and it is a shame that we could or would haze the people we care about.  | 9/2/2015 9:09 AM |
| 505 | It is a blight which should be addressed and punished. It is not necessary and detracts from the mission of our organization.   | 9/2/2015 9:01 AM |
| 506 | Hazing is unacceptable and those involved should be punished accordingly for their participation.   | 9/2/2015 8:59 AM |
| 507 | It's unnecessary.   | 9/2/2015 8:57 AM |
| 508 | Why do legacies receive a hard time?  | 9/2/2015 8:54 AM |
| 509 | I, personally, have never understood how degrading someone establishes or forges a sense of bonding with said perpetrator.  | 9/2/2015 8:28 AM |
| 510 | I think at every level the same message must be conveyed, even down to a scripted message!  | 9/2/2015 8:09 AM |
| 511 | it needs to stop  | 9/2/2015 8:02 AM |
| 512 | I think hazing is ridiculous and needs to stop. The idea that you're not a real Zeta if you didn't "pledge" is archaic. You should not have to be humiliated or abused to join an organization that is supposed to foster the principle of Finer Womanhood. I don't know why this is still such a big issue. Years of "tradition" are keeping this foolishness alive and a misunderstanding by new-age Sorors on what sisterhood is about.  | 9/2/2015 7:51 AM |
| 513 | Unacceptable behavior and unnecessary   | 9/2/2015 7:33 AM |
| 514 | I feel that as people of color we have been historically "hazed" based on our enslavement in this country and we don't need to continue that cycle in our perspective organizations. Also, we/Zeta prides itself verbally on the founding principle of Sisterly Love/Sisterhood but there is nothing sisterly about hazing. I've heard Sorors say, don't take it personal but when someone puts their hands on you in an aggressive way, says things to you in a hostile tone, and/or says things to you that compromise your mental/spiritual beliefs - It's Personal. I think that media supports hazing because in many of the shows young people have grown up watching, even on the Disney Channel, promote being disrespectful and present "hazing-like" behavior as funny & acceptable. I think that hazers are cowards because when they're called to the carpet, they rehearse their lies, and don't own up to what they claim/believe to be acceptable. | 9/2/2015 7:16 AM |
| 515 | It is wrong. Don't do it. That's not real sisterhood. And I have no tolerance for it.   | 9/2/2015 7:10 AM |
| 516 | I became a Zeta before it was against the law. To this day I don't understand how someone can disrespect you but expect you to respect them. I don't get it.  | 9/2/2015 7:04 AM |
| 517 | I think people who haze have low self-esteem so they partake in tearing others down to try and build themselves up.   | 9/2/2015 6:49 AM |
| 518 | I am very adamant about following the rules set forth by Zeta Phi Beta sorority, inc. and with regards to hazing, it is no exception.   | 9/2/2015 6:18 AM |
| 519 | I know through personal experience that hazing (as it was considered, back in the day) did not foster sisterhood, but resulted in just the opposite. Hazing is bankrupting our organizations.   | 9/2/2015 6:16 AM |
| 520 | No need for it. I'm interested in teaching the sorors about Zeta so they can do the work of Zeta. I respect my sisters and kneed them to be active in the sorority. No interest in playing games.   | 9/2/2015 5:47 AM |

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| 521 | I believing that hazing and pledging are not the same. Approved pledging activities done above ground similar to the appropriate events held by non nphc groups such as rush activities should be incorporated as a viable option.  | 9/2/2015 4:56 AM  |
| 522 | I think hazing is disgusting and should never be apart of any person's experience when having a desire to be a part of our sisterhood. Hazing does not have any aspect of Finer Woodhood attached to it.  | 9/2/2015 4:41 AM  |
| 523 | Hazing affects a person mentally and possibly physically and should not be tolerated.   | 9/2/2015 4:32 AM  |
| 524 | It's not acceptable under any circumstance  | 9/2/2015 3:34 AM  |
| 525 | I personally believe that there is a difference between pledging and hazing. Blindfolding someone for a ritual or encouraging new members to know (and love) our Zeta history is not hazing; threatening, intimidating or humiliating a person is hazing.   | 9/2/2015 2:43 AM  |
| 526 | It is and has been a tradition especially on an undergraduate level.  | 9/2/2015 2:17 AM  |
| 527 | We're all ADULTS....Any organization that needs to humiliate me, before I join them, I would question.  | 9/2/2015 2:07 AM  |
| 528 | It is horrible and not necessary for any organization. Human life is important and risky behaviors should not be tolerated  | 9/2/2015 2:02 AM  |
| 529 | I believe that all physical, mental, and emotional abuse is most assuredly unacceptable. However, dressing alike, which was once deemed as being uniform, unified, like minded, and never harmful, is now considered hazing and in my experience never negatively affected the process (especially when the class members want to express themselves in this manner --- much like a step or stroll team would in a competition. Not sure if graduate chapters having class presentations was considered hazing but if so, this is a policy I'm unclear as to why this was removed as an option. It was never explained.   | 9/2/2015 1:51 AM  |
| 530 | Hazing is very dangerous, lives are loss for this crazy action. It is not worth it!!!!  | 9/2/2015 1:51 AM  |
| 531 | I think the vivid guidelines of "what is hazing" should not contain any Gray areas. Leave no room for misinterpretation. And once people start seeing the REALITY of these penalties, they will or at least should see that it's not worth it! Some people just need to be made examples of and then the REALITY will kick in.  | 9/2/2015 1:33 AM  |
| 532 | Hazing doesn't build relationships/sisterhood. It is foolish and against the law. Don't Haze!   | 9/2/2015 1:31 AM  |
| 533 | It is a serious issue that needs to be discussed openly. The FWDH campaign is a starting point but there is more work to be done. The mindset and culture needs to be changed. I would like to see a study conducted of who are the most likely Hazers in our organization (undergrads, grads, in-actives) so that we can pin point the root of the problem. We also need to enforce serious consequences to those who break the rules. Giving sorors a slap on the wrist needs to stop. We are doing more harm than good.  | 9/2/2015 1:30 AM  |
| 534 | I can not say that I was ever hazed during my pledge period in 1976, therefore I would want for persons after me to come into membership as joyful as I did. Should I ever have to deal with the though of hazing I would not be a pleased member of this Ogrinazation. I encourage members to Zeta Phi Beta Sorority, Incorporated because it stands for no hazing of any kind. It's not the marching in a straight line on the same footstep or speaking in a loud voice together as one person that makes us a member. What we stand for in the Organization itself to help others to become a part of life without bodily harm means more than anything. Teaching the young about life and the proper way to handle themselves is another good deed. Live matters and we have no right to cause harm mentally or physically to another person. Also, it is not godly. | 9/2/2015 1:23 AM  |
| 535 | Hazing should not be done. It doesn't show that we are finer women.   | 9/2/2015 12:52 AM |
| 536 | Don't do it   | 9/2/2015 12:42 AM |
| 537 | MIP or nothing at all, MIP guides & binds all ZETAS past or present!! MIP, MIP, MIP, MIP, MIP Hazing = Jail & Fines   | 9/2/2015 12:30 AM |
| 538 | while hazing is a mind game, it is the techniques/methods inducing the minds games that have gotten out of hand to the point to detrimental harm to the recipient.  | 9/2/2015 12:29 AM |
| 539 | Hazing is terrible!   | 9/2/2015 12:28 AM |
| 540 | Hazing is old school. New times call for newer courses of action  | 9/2/2015 12:23 AM |